

# LICENSED PRACTICAL/ VOCATIONAL NURSING

CHALLENGING

SATISFYING

REWARDING



VA CAREER OPPORTUNITIES

*The Career You Want. The Future You Deserve.*





## Urban Beat

*Nightlife doesn't get any better when you live in urban America. From New York City to Chicago, VA offers employment opportunities in rhythm with the nation's coolest hotspots.*



# WHY VA?

## ★ THE BEST CARE

### **VA – Keeping the Promise to Those Who Served**

More than a century ago, President Lincoln made a promise to America's servicemen and women, pledging the care and concern of a grateful nation for the sacrifices they made to preserve freedom. Since 1930, the mission of the Department of Veterans Affairs (VA) has been to keep that promise. Today, VA offers veterans one of the largest, most comprehensive health care systems in the United States with more than 163 medical centers, 800-plus ambulatory and community-based outpatient clinics, 135 nursing homes, and many other facilities such as domiciliaries and readjustment counseling centers.

## ★ THE BEST EMPLOYMENT

### **VA and Licensed Practical/Vocational Nurses**

VA values the commitment its LPN/LVNs make to providing quality health care for our Nation's veterans. In return, VA offers its LPN/LVNs first-rate employment benefits, as well as employment opportunities that truly open career doors. Nurses choose the VA system for its extensive education support and tuition reimbursement programs, its technology-driven patient care, nationwide job transfer opportunities, and ample paid leave. Nurses also choose VA for the opportunity to care for America's veterans. As a VA LPN/LVN, you play an essential role in keeping the promise to those who served.

*“To Care for Him Who Shall  
Have Borne the Battle and for  
His Widow, and His Orphan.”*

*- Abraham Lincoln, March 1865*

# OPPORTUNITIES

## OFFERING A WIDE RANGE OF OPPORTUNITIES FOR LPN/LVNs

A career as an LPN/LVN with VA offers a future that is challenging, satisfying, and rewarding. Excellent opportunities are available for you to utilize your skills, increase your knowledge, apply the latest advances in health care delivery, and contribute directly to the interdisciplinary process of planning for patient care.

Nursing opportunities are available for LPN/LVNs across the continuum of care in primary, ambulatory, acute, geriatrics, mental health, and extended care settings, including but not limited to:

- Alcohol/drug treatment
- Ambulatory care/primary care
- Emergency room
- Hemodialysis
- Home health
- Intensive care
- Long term care
- Medical/surgical
- Mental health/behavioral sciences
- Oncology
- Operating room
- Rehabilitative medicine
- Research
- Spinal cord injury

Many VA LPN/LVNs also experience the satisfaction of serving as role models for LPN/LVN students. VA plays a major role in training health care professionals through its strong affiliations with registered and licensed practical/vocational nursing schools.



— Ronnie Jemison  
LPN, Phoenix



*"I chose VA for its benefits, which were better than any other hospital that I researched. I enjoy the camaraderie with the former soldiers - I'm a retired soldier myself."*

## Did you know that VA:

- ★ Employs more than 36,000 registered nurses and more than 10,000 LPN/LVNs
- ★ Provides clinical rotations for many LPN/LVNs in the nation through affiliations with licensed practical/vocational nursing schools
- ★ Offers other training, including cooperative education, for a variety of health care disciplines through affiliations with undergraduate and graduate programs at numerous colleges and universities
- ★ Provides inpatient care to about 750,000 veterans and manages more than 40 million outpatient visits each year through medical centers and supporting facilities
- ★ Has facilities in all 50 states, U.S. Territories, and the District of Columbia
- ★ Is committed to improving patient care through the use of technology, including a computerized patient record system, wireless technology, barcode medication administration system, and more
- ★ Operates command centers to coordinate services during major disasters through the National Disaster Medical Service





## BENEFITS

VA's mission is to provide the best possible care for America's veterans. In return for helping VA achieve this goal, VA offers extensive employment benefits.

### LEAVE AND INSURANCE

- 13 to 26 days paid annual (vacation/personal) leave each year, depending on years of service
- 13 days paid sick leave each year
- 10 paid Federal holidays each year
- 15 days paid military leave each year
- Family and Medical Leave Act, which allows employees to take up to 12 weeks of leave for medical reasons, for the birth or adoption/foster care of a child, and for the care of a child, spouse, or parent who has a serious health problem
- Choice of group health insurance plans with premiums partially paid by the Federal Government; insurance may become effective as soon as the first full pay period after beginning duty
- Term life insurance, family, and additional coverage options are available with the cost shared by the Federal Government

*"I love working here. The veterans need good nurses, and they are so grateful for even the smallest need that's met. It's also a good experience to work here. There are many new advances in technology that we utilize that are not in place at other health facilities."*

— Sbarla McDaniel, LVN, Dallas



### Coastal Living

*Hot sun, sandy beaches, and great times with friends – all are yours when you live near the coast. Choose a VA facility near the West Coast or East Coast and all your downtime is beach time.*



## RETIREMENT

Employees are covered by the Federal Employees' Retirement System (FERS). FERS, a three-tier retirement plan, is comprised of Social Security benefits, FERS basic benefits, and the Thrift Saving Plan (TSP). TSP is a tax-deferred savings plan with an automatic base contribution and partial matching of employee contributions by the Federal Government.

## MOBILITY AND LICENSURE

VA medical facilities are located in all 50 states, the District of Columbia, Puerto Rico, and the Philippines. An employee may transfer to any location where there is an available vacancy without loss of benefits. Multiple licenses are not required. LPN/LVNs may practice in any VA medical facility, regardless of location, with a current, unrestricted license from any State, Commonwealth, Territory (e.g., Puerto Rico), or the District of Columbia.

## LIABILITY PROTECTION

The United States Government accepts full responsibility and liability for the actions of its employees during the exercise of their official duties. VA LPN/LVNs, therefore, are protected by the Federal Government in instances of alleged malpractice or negligence resulting from the performance of their duties in or for the Veterans Health Administration.

## WORKPLACE BENEFITS

- Smoke-free and drug-free workplace
- Childcare at some facilities
- Childcare subsidy program
- Free parking at most facilities
- Transit subsidy at most facilities
- Uniform allowance
- Credit unions
- Employee association
- Dining facilities and tax-free retail store
- Employee wellness programs

# EDUCATION

## EDUCATIONAL OPPORTUNITIES

The Department of Veterans Affairs recognizes the importance of ongoing education and the benefit it provides to both veteran patients and employees. VA encourages career development for LPN/LVNs through the following programs:

**Upward Mobility Training Programs** – These programs offer, on a competitive basis, opportunities to advance to higher level positions.

**In-service Education Programs** – These programs are offered locally and through VA Employee Education System (EES).

**Employee Incentive Scholarship Program (EISP)** – This scholarship program allows VHA employees to further their education and obtain degrees qualifying them for health care positions for which recruitment and retention is difficult (such as LPN to RN).

**Tuition Support Program** – Employees in health care disciplines identified as VA shortage categories may be eligible for funding to enroll in job-related courses, continuing education courses, and conferences.

**Tuition Reimbursement Program** – Tuition reimbursement may be available to full-time VA employees who are enrolled in any accredited nursing degree program, from associate to doctoral degrees. Prerequisite courses required for acceptance into a degree program are also funded.







# PERSONNEL POLICIES

## QUALIFICATIONS

Minimum qualifications for employment as a VA LPN/LVN are:

- U.S. citizenship (non-citizens may be hired on a temporary basis when qualified citizens are not available)
- Graduation from a school of practical or vocational nursing approved by the appropriate state accrediting agency and/or the National League for Nursing Accrediting Commission (NLNAC) at the time the program was completed by the applicant

Or

Equivalent health care education in the military service or training in the military service, which is accepted by the licensing body in the jurisdiction in which the individual is licensed

Or

Licensure in a jurisdiction that does not require graduation from an approved school, providing the individual has demonstrated successful practice as an LPN/LVN

- Licensure: Successful completion of a state-approved written examination for practical/vocational nursing and possession of a full, active, current, and unrestricted license in the United States in any State, Commonwealth, Territory (e.g., Puerto Rico), or the District of Columbia
- English language proficiency
- Personal interview
- Satisfactory physical examination; may include drug screening

## SALARY INFORMATION

- VA's LPN/LVNs are compensated according to civil service grades that are found on the Federal General Schedule (GS) salary scale.
- LPN/LVNs with no experience are hired at the GS-3 level. Those who have graduated from a nursing program and have obtained at least one year's nursing assistant experience, or those who have graduated from a 24-month program at an approved school, may qualify to enter at the GS-4 level.
- Experienced applicants may start at a higher grade depending on prior experience.
- Special salary rates may be in effect at certain locations based on pay-related staffing needs and based on locality cost of living.
- The GS scale is revised periodically based on the rate of increase in private sector salaries.
- LPN/LVNs are awarded regular increases within each grade based on satisfactory performance.
- Accelerated increases within each grade may be awarded for outstanding performance and achievement.
- LPN/LVNs also receive periodic consideration for promotion to higher grades as experience requirements and performance standards are met.
- VA offers premium pay for overtime, Saturday, Sunday, and holiday duty; LPN/LVNs receive a shift differential for evening and night tours.



— Ralph Pittman  
LPN, Salt Lake City

*“I strongly recommend VA. Where else can you receive great annual leave, sick leave, and military leave, plus expand your knowledge and continue your education? Most employers offer 70% or 80% tuition reimbursement. At VA, you can get full help with your education with a commitment on your part. VA really supports its LPNs.”*

## HOW TO APPLY

You should apply directly to the Nursing Recruitment Office or the Human Resource Management Service at the VA health care facility where you desire employment consideration. Hiring decisions are made locally. However, information about VA nursing programs and application procedures may be obtained from any VA facility. Arrangements can be made to have the required personal interview and physical examination conducted at the facility most convenient to you.

Employment information can also be obtained by contacting the Department of Veterans Affairs, Placement Service (10A2D), 1555 Poydras Street, Suite 1971, New Orleans, LA 70112. The toll-free number is **1-800-949-0002**. Employment information can also be found on the Internet at **[www.VAcareers.va.gov](http://www.VAcareers.va.gov)**.



### The Heartland Choice

*Snow-covered mountains in winter, sun-soaked prairies in summer – the Midwest is a nature lover’s dream. Working for VA, you have a broad choice of locations in the nation’s heartland.*



# VA HEALTH CARE FACILITIES



To gain a first-hand view of VA health care, you are invited and encouraged to visit.

Please call or write to arrange for an appointment. Telephone numbers for each facility are listed in local phone directories under "U.S. Government." Or you can address correspondence to: The Nursing Recruitment Office or the Human Resource Management Service, VA Medical Center, [City, State, ZIP Code] (listed below).

## ALABAMA

Birmingham (35233)  
Montgomery (36109)  
Tuscaloosa (35404)  
Tuskegee (36083)

## ALASKA

Anchorage (99508)

## ARIZONA

Phoenix (85012)  
Prescott (86313)  
Tucson (85723)

## ARKANSAS

Fayetteville (72703)  
Little Rock (72205)

## CALIFORNIA

Bakersfield (93301)  
Fresno (93703)  
Livermore (94550)  
Loma Linda (92357)  
Long Beach (90822)  
Los Angeles (90012)  
Martinez (94553)  
Menlo Park (94025)  
Palo Alto (94304)  
San Diego (92161)  
San Francisco (94121)  
Santa Barbara (93110)  
Sepulveda (91343)  
West Los Angeles (90073)

## COLORADO

Denver (80220)  
Grand Junction (81501)  
Pueblo (81004)

## CONNECTICUT

Newington (06111)  
West Haven (06516)

## DELAWARE

Wilmington (19805)

## DISTRICT OF COLUMBIA

Washington (20422)

## FLORIDA

Bay Pines (33708)  
Gainesville (32608)  
Lake City (32055)  
Miami (33125)  
Tampa (33612)  
West Palm Beach (33410)

## GEORGIA

Augusta (30904)  
Decatur (Atlanta 30033)  
Dublin (31021)

## HAWAII

Honolulu (96819)

## IDAHO

Boise (83702)

## ILLINOIS

Chicago (Lakeside 60611)  
Chicago (West Side 60612)  
Danville (61832)  
Hines (60141)  
Marion (62959)  
North Chicago (60064)

## INDIANA

Fort Wayne (46805)  
Indianapolis (46202)  
Marion (46953)

## IOWA

Des Moines (50310)  
Iowa City (52246)  
Knoxville (50138)

## KANSAS

Leavenworth (66048)  
Topeka (66622)  
Wichita (67218)

## KENTUCKY

Lexington (40511)  
Louisville (40206)

## LOUISIANA

Alexandria (71306)  
New Orleans (70146)  
Shreveport (71101)

## MAINE

Togus (04330)

## MARYLAND

Baltimore (21201)  
Fort Howard (21052)  
Perry Point (21902)

## MASSACHUSETTS

Bedford (01730)  
Boston (02130)  
Northhampton (01053)  
Brockton (02401)  
West Roxbury (02132)

## MICHIGAN

Ann Arbor (48105)  
Battle Creek (49015)  
Detroit (48201)  
Iron Mountain (49801)  
Saginaw (48602)

## MINNESOTA

Minneapolis (55417)  
St. Cloud (56303)

## MISSISSIPPI

Biloxi (39531)  
Jackson (39216)

## MISSOURI

Columbia (65201)  
Kansas City (64128)  
Poplar Bluff (63901)  
St. Louis (63125)

## MONTANA

Fort Harrison (59636)  
Miles City (59301)

## NEBRASKA

Grand Island (68803)  
Lincoln (68510)  
Omaha (68105)

## NEVADA

Las Vegas (89106)  
Reno (89520)

## NEW HAMPSHIRE

Manchester (03104)

## NEW JERSEY

East Orange (07018)  
Lyons (07939)

## NEW MEXICO

Albuquerque (87108)

## NEW YORK

Albany (12208)  
Bath (14810)  
Bronx (10468)  
Brooklyn (11209)  
Buffalo (14215)  
Canandaigua (14424)  
Castle Point (12511)  
Montrose (10548)  
New York (Manhattan 10010)  
Northport (Long Island 11768)  
St. Albans (11425)  
Syracuse (13210)

## NORTH CAROLINA

Asheville (28805)  
Durham (27705)  
Fayetteville (28301)  
Salisbury (28144)

## NORTH DAKOTA

Fargo (58102)

## OHIO

Chillicothe (45601)  
Cincinnati (45220)  
Cleveland (44106)  
Columbus (43203)  
Dayton (45428)

## OKLAHOMA

Muskogee (74401)  
Oklahoma City (73104)

## OREGON

Portland (97207)  
Roseburg (97470)  
White City (97503)

## PENNSYLVANIA

Altoona (16602)  
Butler (16001)  
Coatesville (19320)  
Erie (16504)  
Lebanon (17042)  
Philadelphia (19104)  
Pittsburgh (Highland Drive 15206)  
Pittsburgh (University Drive 15240)  
Wilkes-Barre (18711)

## PHILLIPPINES

Manila (96515) (FPO AF)

## PUERTO RICO

San Juan (00921)

## RHODE ISLAND

Providence (02908)

## SOUTH CAROLINA

Charleston (29401)  
Columbia (29209)

## SOUTH DAKOTA

Fort Meade (57741)  
Hot Spring (57747)  
Sioux Falls (57117)

## TENNESSEE

Memphis (38104)  
Mountain Home (37684)  
Murfreesboro (37129)  
Nashville (37212)

## TEXAS

Amarillo (79106)  
Austin (78741)  
Big Springs (79720)  
Bonham (75418)  
Dallas (75216)  
El Paso (79925)  
Houston (77030)  
Kerrville (78028)  
Martin (76661)  
San Antonio (78284)  
Temple (76504)  
Waco (76711)

## UTAH

Salt Lake City (84148)

## VERMONT

White River Junction (05009)

## VIRGINIA

Hampton (23667)  
Richmond (23249)  
Salem (24153)

## WASHINGTON

American Lake (Tacoma 98493)  
Seattle (98108)  
Spokane (99205)  
Walla Walla (99362)

## WEST VIRGINIA

Beckley (25801)  
Clarksburg (26301)  
Huntington (25704)  
Martinsburg (25401)

## WISCONSIN

Madison (53705)  
Milwaukee (53295)  
Tomah (54660)

## WYOMING

Cheyenne (82001)  
Sheridan (82801)